



U.S. Consulate General Dubai, U.A.E. ✧ Human Resources Office

VACANCY ANNOUNCEMENT

CONSULAR ASSOCIATE

VACANCY ANNOUNCEMENT NUMBER: V-16-058

OPEN TO: U.S. Citizen Eligible Family Members (USEFMs) – All agencies

The “Open To” category listed above refers to candidates who are eligible to apply for this position. The “Open To” category should not be confused with a “hiring preference” which is explained later in this vacancy announcement.

POSITION: Consular Associate (FP-06 or FP-07 depending on qualifications)

OPENING DATE: July 26, 2016

CLOSING DATE: August 9, 2016

WORK HOURS: Full-time Position; 40 hours per week

SALARY: **For Ordinarily Resident (OR)** in UAE: AED 118,399 per annum (Starting salary) (Benefits are paid in addition to salary) (Position Grade: FSN-8)
For Ordinarily Resident (OR) in UAE: AED 99,978 per annum (Starting salary) (Benefits are paid in addition to salary) (Position Grade: FSN-7)

For Not-Ordinarily Resident (NOR) in UAE: US \$45,487 per annum (Starting salary) (Position grade FP-6, to be confirmed by Washington)

For Not-Ordinarily Resident (NOR) in UAE: US \$40,665 per annum (Starting salary) (Position grade FP-7, to be confirmed by Washington)

*Final grade/step for NORs will be determined by Washington

NOTE:

- Only Appointment Eligible Family Members (AEFMs) (as defined below) of U.S. Government Employees assigned to the Mission under Chief of Mission Authority are eligible for consideration.
- A U.S. Citizen EFM does not have to be residing in country to be considered, but the sponsoring officer under COM authority does have to be officially assigned to post.
- USEFM applicants must be within 30 days of scheduled arrival at post from the closing date of this vacancy announcement to receive consideration because of the urgent requirement to fill this position.

ALL ORDINARILY RESIDENT (OR) APPLICANTS (*See Appendix for definition*) MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Consulate General in Dubai is seeking eligible and qualified applicants for the position of Consular Associate in the Consular Section. Applicants for the position must have completed or be willing and able to complete the 31-day Consular Course (PC-530) required of Consular Associates prior to employment.

BASIC FUNCTION OF POSITION

The incumbent in this position provides the full range of non-immigrant visa and American Citizen Services with specific authorities as granted by the Bureau of Consular Affairs, including assisting local staff in preparation of applications for adjudication. The incumbent ensures all visa applicants have undergone appropriate biometric collection and appropriate pre and post interview clearances as enumerated in the Foreign Affairs Manual (FAM), U.S. Immigration and Nationality Act (INA) and other applicable regulations. Also performs various functions in the American Citizen Services unit, including the handling of notarials, passport and citizenship applications, prison visits, etc.

QUALIFICATIONS REQUIRED

Applicants must address each required qualification listed below with specific and comprehensive information supporting each item. Failure to do so may result in a determination that the applicant is not qualified.

Consular Associate, FP-6

Qualifications Required

- A high school diploma is required.
- 1 year of consular work experience within the last five years is required.
- Level IV (Fluent) Speaking/Reading/Writing English is required.
- Successful completion of the 31-day Consular Course PC-530 is required prior to the commencement of employment. PC-530 is held at FSI on a regular basis; post is unable to provide travel to FSI or per diem for that training. Applicants should consider completing the training during transfer or R&R.
- Possession of interim or full secret clearance is required.

Consular Associate, FP-7

Qualifications Required

- A high school diploma is required.
- No prior consular work experience within the last five years is required.
- Level IV (Fluent) Speaking/Reading/Writing English is required.
- Successful completion of the 31-day Consular Course PC-530 within the last five years is required, prior to the commencement of employment. PC-530 is held at FSI on a regular basis; post is unable to provide travel to FSI or per diem for that training. Applicants should consider completing the training during transfer or R&R.
- Possession of interim or full secret clearance is required.

HIRING PREFERENCE SELECTION PROCESS:

When qualified, applicants in the following hiring preference categories are extended a hiring preference in the order listed below. Therefore, it is essential that these applicants accurately describe their status on the application. Failure to do so may result in a determination that the applicant is not eligible for a hiring preference.

HIRING PREFERENCE ORDER:

- (1) AEFM / USEFM who is a preference-eligible U.S. Veteran*
- (2) AEFM / USEFM
- (3) FS on LWOP**

*** IMPORTANT:** Applicants who claim status as a preference-eligible U.S. Veteran must submit a copy of the most recent Member Copy Four (4) of the DD-214, Certificate of Release or Discharge from Active Duty, and, if applicable, a letter from the U.S. Department of Veterans Affairs. If claiming conditional eligibility for U.S. Veterans' preference, applicants must submit proof of conditional eligibility. If the written documentation confirming eligibility is not received in the HR office by the closing date of the vacancy announcement, the U.S. Veterans' preference will not be considered in the application process. Mission HR's decision on eligibility for U.S. Veterans' preference after reviewing all required documentation is final.

****** This level of preference applies to all Foreign Service employees on LWOP.

ADDITIONAL SELECTION CRITERIA:

1. Management may consider the following when determining successful candidacy: nepotism, conflicts of interest, budget, and residency status.
2. Current OR employees serving a probationary period are not eligible to apply. Current OR employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report (EPR) are not eligible to apply.
3. Current NOR employees hired on a Family Member Appointment (FMA) or a Personal Service Agreement (PSA) are not eligible to apply within the first 90 calendar days of their employment, unless they have a When Actually Employed (WAE) work schedule.
4. The candidate must be able to obtain and hold the following: *Secret* security clearance.
5. Candidates who are EFM, USEFM, AEFM, or MOH must have at least one year remaining on their sponsor's tour of duty to be considered eligible to apply for this position.

HOW TO APPLY:

Applicants must submit the following documents to be considered:

(Failure to do so may result in a determination that the applicant is not qualified).

- **Completion of the Universal Application for Employment (Form DS-174), which is available on our website: <http://abudhabi.usembassy.gov/jo.html>, is mandatory.**
- **A resume may NOT be used as a substitute for the DS-174.**
- Applications submitted after the closing date will not be considered.
- Applications exceeding 1 MB will not be accepted.
- Unless specified above, do not provide us with certifications, photographs, or scans of any documentation at this time. Additional documentation may be requested only if the applicant is selected for an interview.
- **EFM, USEFM, and AEFM applicants must clearly indicate their status in the text and subject line of their application.**
- **List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, Agency, Position, and Location).**
- SUBMIT APPLICATION TO:

AbuDhabiRecruitments@state.gov

(Please note “V-16-058 Consular Associate” in the subject line of the email)

EQUAL EMPLOYMENT OPPORTUNITY: The U.S. Mission provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs. The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

Appendix – DEFINITIONS

Eligible Family Member (EFM): An EFM for employment purposes is defined an individual who meets **all** of the following criteria:

- U.S. Citizen or not a U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)); **or**
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support; **or**

- Parent (including stepparents and legally adoptive parents) of employee, spouse, or same-sex domestic partner, when such parent is at least 51 percent dependent on the employee for support; **or**
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, spouse, or same-sex domestic partner when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support; **and**
- Listed on the travel orders or approved Form OF-126 of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan; **and**
- Is under chief of mission authority.

U.S. Citizen Eligible Family Member (USEFM): A USEFM for employment purposes is an individual who meets **all** of the following criteria:

- U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) of the sponsoring employee; **or**
- Child of the sponsoring employee who is unmarried and at least 18 years old; **and**
- Listed on the travel orders or approved Form OF-126 of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan; and resides at the sponsoring employee's post of assignment abroad, or as appropriate, at an office of the American Institute in Taiwan; and is under chief of mission authority; **or**
- resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2; **or**
- Currently receives a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

Appointment Eligible Family Member (AEFM): An AEFM for employment purposes is an individual who meets **all** of the following criteria:

- U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) of the sponsoring employee; **or**
- Child of the sponsoring employee who is unmarried and at least 18 years old; **and**
- Listed on the travel orders or approved Form OF-126 of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan (AIT); **and**
- Is under chief of mission authority; **and**

- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, at an office of the American Institute in Taiwan; **and**
- Does **NOT** currently receive a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

Member of Household (MOH): An individual who accompanies or joins a sponsoring employee, i.e., sponsor is a direct hire employee under Chief of Mission authority, either Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan. A MOH is an individual who meets the following criteria:

- (1) Not an EFM and therefore not on the travel orders or approved through form OF-126 Foreign Service Residence and Dependency Report of the sponsoring employee; and
- (2) Officially declared by the sponsoring U.S. Government employee to the Chief of Mission (COM) as part of his or her household and approved by the COM; and
- (3) Is a parent, grandparent, grandchild, unmarried partner, adult child, foreign born child in the process of being adopted, father, mother, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister who falls outside the Department's current definition of Eligible Family Member 14 FAM 511.3. A MOH may or may not be a U.S. Citizen.

Not Ordinarily Resident (NOR): An individual who meets the following criteria:

- An EFM, USEFM or AEFM of a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned or stationed abroad, or as appropriate, at an office of the American Institute in Taiwan; or
- Has diplomatic privileges and immunities; and
- Is eligible for compensation under the FS or GS salary schedule; and
- Has a U.S. Social Security Number (SSN); and
- Is not a citizen of the host country; and
- Does not ordinarily reside in the host country; and
- Is not subject to host country employment and tax laws.

Ordinarily Resident (OR): An individual who meets the following criteria:

- A citizen of the host country; or
- A non-citizen of the host country (including a U.S. citizen or a third-country national) who is locally resident and has legal and/or permanent resident status within the host country and/or who is a holder of a non-diplomatic visa/work and/or residency permit; and/or
- Is subject to host country employment and tax laws.